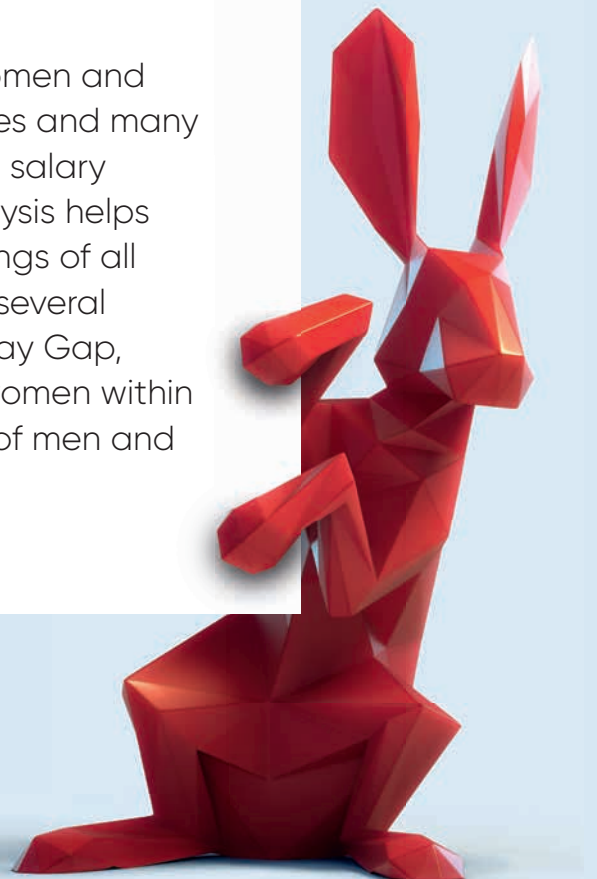


# *Gender Pay Gap Report 2023*

Diversity and Inclusion is important to us at Greater Anglia (GA). We have a dedicated Diversity and Inclusion Strategy – ‘Greater Together’ as well as a D&I Committee with an annual action plan, and a suite of KPIs.

We’re confident at GA that we pay women and men equally for the same or similar roles and many of our colleagues are paid within a set salary matrix, however Gender Pay Gap analysis helps to see the difference of average earnings of all women and men within GA. There are several elements that can impact a Gender Pay Gap, including the proportion of men and women within the organisation, and the distribution of men and women across higher paying roles.



## What do the statistics show us?

On the 5th April 2023, the split of females and males in the GA workforce was Females 25.03% / Male 74.97%



## Gender Pay Gap

Difference between men and women

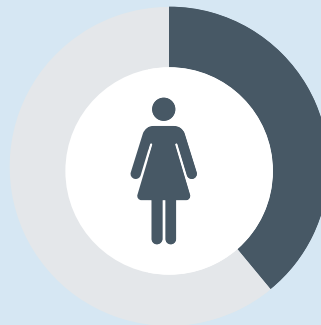
Fixed hourly pay	Mean <b>18.56%</b>	Median <b>17.99%</b>
	1.4% reduction from 2022	1.16% reduction from 2022

The above illustrates the mean and median pay gap of fixed hourly rate of pay from the snapshot date (5th April 2023). We're really pleased to see a reduction in the pay gap from 2022, showing the effectiveness of our Greater Together Strategy in action. We do however recognise there is still work to do in decreasing the gap, but it's great to see the numbers moving in the right direction.

## Proportion of colleagues awarded a bonus for 2022/2023



37.9% Males received a bonus  
58.6% Reduction from 2022

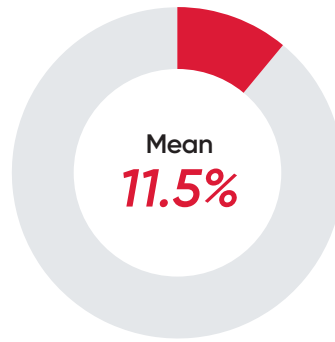


39.5% Females received a bonus  
57.9% reduction from 2022

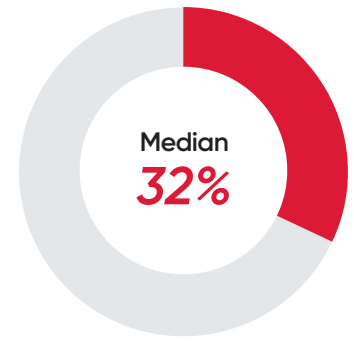


## Bonus pay gap

GA run a 'Gainshare' bonus scheme which most GA colleagues are entitled to receive. However, due to the timing of payment, this did not fall within the snapshot reporting period for the 2023 report. This will show on our 2024 report. This has had an impact on the figures reported for 2023, which are significantly different from 2022.



2.43% increase from 2022

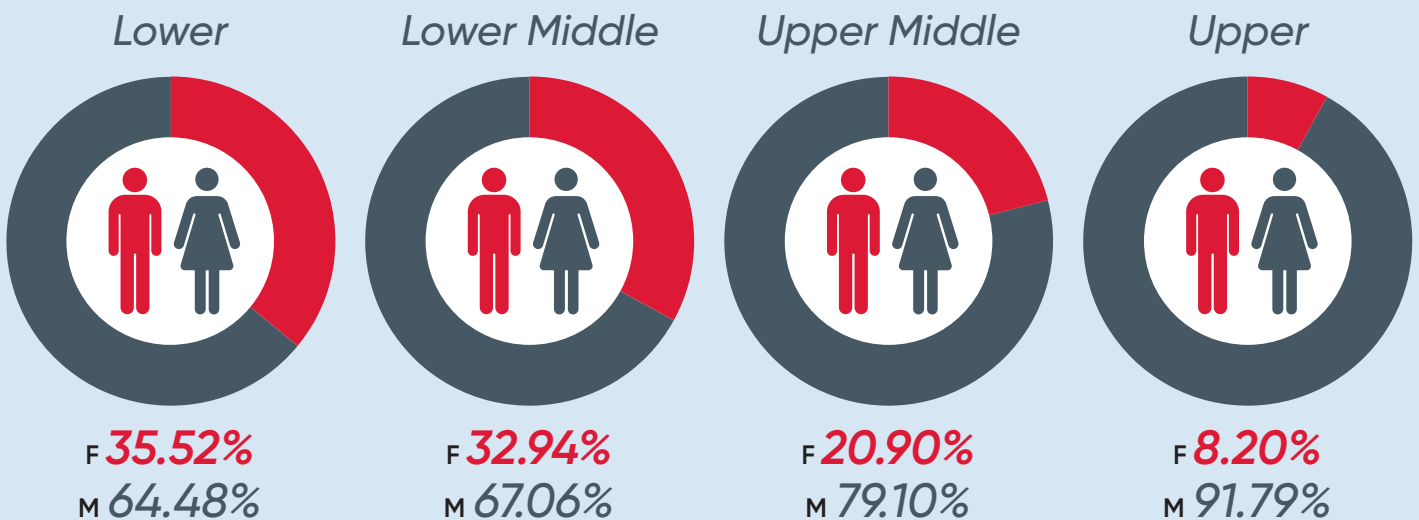


32% increase from 2022

Therefore, the colleagues who received bonus payments included in the calculations are spread across different departments and roles within Greater Anglia. Bonus payments are made to a proportion of customer service colleagues and train drivers to recognise attendance. Commission payments earned by conductors and catering colleagues are also included. The bonus payments included in the report vary dependent on role and terms and conditions, so although the bonus pay gap has increased from 2022, we are confident that bonus payments are awarded fairly regardless of gender.

## Pay Quartiles

Below illustrates the distribution of males and females at GA within four equally sized quartiles, based on hourly rate of pay.



We're really pleased to see the % of women in the middle and upper quartiles have increased from our 2022 report, particularly the upper quartiles.

We can see from the quartile distribution, that we have work to do in encouraging women into the higher paid roles within Greater Anglia, however, it is encouraging to report that of our 'Executive' level grades (e.g. Heads of Department) we have a 33% female representation, and 28% female representation in our Senior Manager graded roles.

Our Train Driver population continue to occupy most of the roles within the upper quartiles. At present, only a small proportion of Train Drivers at GA are female, and therefore this is reflected in the lower proportion of women represented in our upper quartile.

## What we're doing



### Increasing the number of female drivers

Driver recruitment is a lengthy process, and we recognise that it will take some years to improve the gender balance, but we're certainly moving in the right direction! We continue to promote the role of the train driver to women within GA by hosting female driver taster sessions as our training academy, to encourage more GA women to apply for the role.

GA has also partnered with 'Work 180', who specialise in increasing female job applications. Through Work 180, GA have a profile as an endorsed employer for women, share an employer page, and have roles stream on the platform. This will assist us in promoting train driver positions to a female audience, encouraging them to apply.

### Reviewing our Maternity Policy

We recognise that family is important, and that women usually take the longest time away from work when having a baby, meaning their pay is more likely to be reduced compared to men. To tackle this, we're looking to further enhance our maternity leave pay for women and hope to launch this in early 2024. This will have a positive impact in reducing our pay gaps.

### Encouraging Women into Leadership

To ensure that aspiring under-represented talent is more widely encouraged, GA delivered three internal taster events focused on female leadership in 22/23. The events were advertised to female colleagues as part of an International Women's Day campaign, including an invitation to colleagues on maternity leave. The purpose was to understand the appetite for growth and to explore those who may be showing early signs of leadership ambition.

### Working with Carers UK

We recognise that women take on a lot of caring responsibilities, so GA have partnered with Carers UK to help raise awareness. The partnership gives colleagues access to helpful resources, as well as resources for our management team to help their team members with caring responsibilities. We're also introducing 5 days unpaid carers leave as part of the new legislation.

### Diversity & Inclusion Committee

GA's D&I Strategy, 'Greater Together' has been in place since 2021, working on a dedicated annual D&I action plan. Since then, the Greater Together programme has grown to include a full suite of KPIs, an annual action plan and Greater Together D&I training for colleagues.

We recognise that GA, along with Rail industry as a whole remains to be a male dominated environment and we continue to make positive steps towards recognising and challenging gender stereotypes.

We remain confident that men and women are paid equally for doing equivalent roles within our organisation. Most of our colleagues are paid salaries within an agreed pay matrix, and any increases are collectively bargained with our four recognised trade unions. We work closely with our management teams and trade union partners to address any pay gaps.

I can confirm that the data report is accurate.

Katy Bucknell  
HR Director